

U.S. Department of Labor, Women's Bureau


The Road to Jobs for  
Women in Construction:  
How States Secure  
Federal Highway Funds

Thursday, August 20, 2015

1:00-2:15pm EST

# U.S. Department of Labor

## Women's Bureau

**UNITED STATES  
DEPARTMENT OF LABOR**

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## Data & Statistics

### Women in the Labor Force


Here you will find current and historical statistics on a broad range of topics and sub-populations of women in the labor force. This page is updated regularly. [sign up to receive e-mail alerts](#) when new or updated content is available.

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#### Latest Annual Data UPDATED

**57%** of women participate in the labor force




Find the most recent annual averages for selected labor force characteristics of women. Data by race and Hispanic origin is presented when available.

- » [Women of Working Age](#)
- » [Labor Force Participation Rates](#)
- » [Unemployment Rates](#)
- » [Full and Part-Time Employment](#)
- » [Earnings](#)
- » [Industries](#)
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#### Facts over Time


Earnings Ratio 1960-2013



Find how selected labor force characteristics of women change over time. This section is updated biannually.

- » [Women in the Labor Force](#)
- » [Labor Force Participation Rates](#)
- » [Earnings Ratio](#)
- » [Education](#)
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- » [Participation in Selected Occupations](#)
- » Also see [Infographics](#)

#### Occupations




**26%** of people employed in computer and mathematical occupations are women

Find data on selected characteristics for working women on the occupational topics below. Data on these topics may include information on earnings, women employed, educational level and projections.

- » [Most Common Occupations for Women](#) NEW

#### Mothers and Families



**70%** of women with children under 18 participate in the labor force

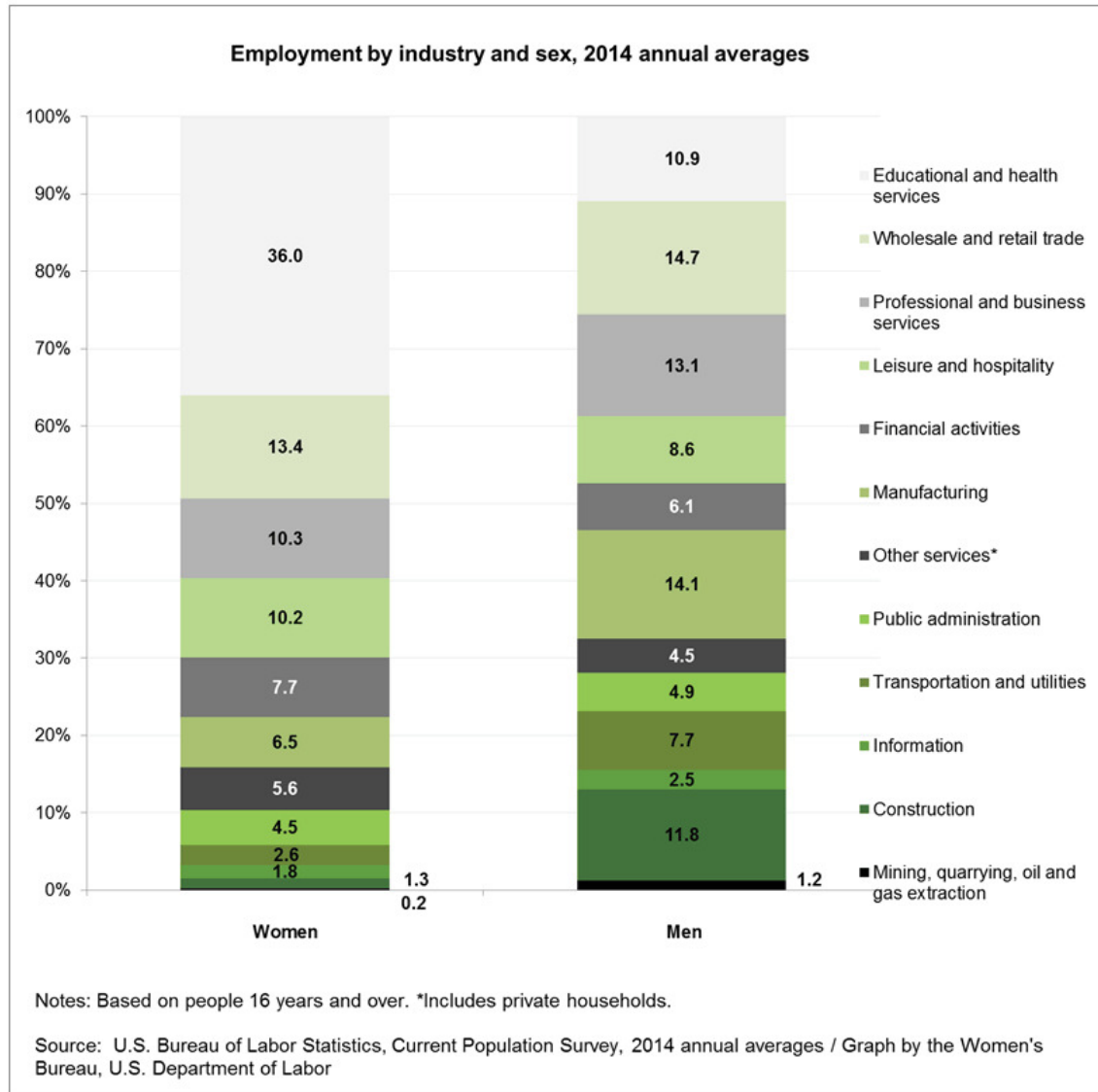
Find data on selected characteristics for mothers and families and women with recent births. Data on mothers and families includes information on labor force participation, unemployment, occupations, family type, earnings and earnings. Data on women with recent births includes selected demographic characteristics.

*Mothers and families: Selected labor force*

( 2 )

# Employment by industry and sex, 2014 annual averages

Chart 32



## Moderator:

- **Latifa Lyles**

Director, Women's Bureau, U.S. Department of Labor

## Speakers:

- **Martha Kenley**

Program Manager, Disadvantaged Business Enterprise and Workforce Development, Office of Civil Rights, U.S. Department of Transportation Federal Highway Administration

- **Stephen Simms**

Administrator, Apprenticeship and Training Division, Oregon State Bureau of Labor and Industries

- **David Pinckney**

Deputy Director, Office of Equal Opportunity, Maryland State Highway Administration

# The Road to Jobs for Women in Construction: FHWA Funding Sources

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# On-the-Job-Training (OJT)

- FHWA's OJT Program requires prime contractors to engage in approved training programs and to meet trainee goals set by the State DOT.
- Prime contractors are required to recruit women, minorities, and disadvantaged individuals for inclusion as trainees and apprentices on State DOT federally-assisted construction contracts.
- The goal of the OJT program is to move women and minorities into journey level positions; to fill current and future construction hiring needs; and to address the historical under-representation of these groups in highway construction skilled crafts.

23 CFR §230.111

# OJT Supportive Services Program

## OJT/SS

The OJT/SS program was created to:

- increase the overall effectiveness of State DOT OJT requirements on Federal-aid highway construction projects
- seek other ways to increase the training opportunities for women, minorities, and disadvantaged individuals who have been historically underrepresented in the industry

Funding for OJT/SS is authorized under section 140(b) of Title 23, United States Code (U.S.C.), which authorizes DOT to direct not more than \$10M per year toward surface transportation and technology training.

# OJT/SS

- Since 2012, FHWA has allocated OJT/SS funds annually to State DOTs through a formula process
- Funds are distributed to each State using its previous fiscal year's obligation limitation pro-rata. For example, if a State received 2.04% of total FHWA funds available to the States, that State would receive 2.04% of all available funds allocated for the OJT/SS program
- Formula distribution has led to a 33% increase in the number of participating States
- In FY 2016, 44 State DOTs will participate



# 23 U.S.C Section 504(e)

- An additional source of funding to support State DOT OJT/SS Program and other transportation workforce activities are Highway Trust Fund Core Program funds as provided for in 23 USC Section 504(e)
- The 504(e) provision was enacted through SAFETEA-LU (P.L. 109-59) in 2005, and amended through enactment of MAP- 21 (P.L. 112-41) in 2012
- 23 U.S.C. § 504(e); MAP-21 § 52004(4)(A)(i): State DOTs may obligate funds from the four primary highway funding programs:
  - National Highway Performance Program (NHPP)
  - Surface Transportation Program (STP)
  - Highway Safety Improvement Program (HSIP)
  - Congestion Mitigation and Air Quality Improvement (CMAQ)

# 504(e) Funds

Section 504(e) funds may be used to support a broad range of training and education activities, including:

- training for state and local transportation agency employees (excluding salaries);
- university or community college support; and
- outreach to promote surface transportation career awareness, among others.

# 1/2 of 1% vs 504(e)

- 23 U.S.C. §140(b) previously limited funding for workforce development activities to 1/2 of 1% of a State DOT's STP funding allocation
- 23 USC Section 504(e), however, does not limit the amount of core program funding – including STP funding – that a State DOT can apply toward surface transportation workforce development activities
- For this reason, FHWA has determined that Section 504(e) supersedes the existing language in Section 140(b) that formerly limited workforce development funding to 1/2 of 1% of a State DOT's STP funds

# 504(e)

- Section 504(e) provides for 100% federal funding (no matching required) if the core program funds are used for training, education, or workforce development
- The 100% funding provision provides for enhanced opportunities for State DOTs to invest in current and future transportation workforce development
- The application of the 504(e) funds for training, education, or workforce development is at the discretion of the State DOT, with FHWA approval
- The Secretary supports the use of 504(e) funds for workforce development as part of his “Ladders of Opportunity” initiative

# 504(e)

In FY 2014, under MAP 21, total funding for the 4 primary federal allocation programs was \$36.64 billion:

- \$21.90 billion for NHPP
- \$10.10 billion for STP
- \$ 2.41 billion for HSIP
- \$ 2.23 billion for CMAQ

These four core fund programs provide the primary federal funding that the State DOTs use to support their managed capital investment highway programs. Any decision to use core funds through the 504(e) provision for workforce development is influenced by a state's capital investment interests

# What can you do?

- Encourage your State DOT to use 504(e) funds for workforce development programs
- Some States have passed legislation making it mandatory
- Encourage workforce development programs targeted to historically underutilized groups, including women and minorities

# The Road to Jobs for Women in Construction: How States Secure Federal Highway Funds

## **OREGON**

# The Road to Progress

- Research
- Dialog
  - Between Bureau of Labor and Industries' Apprenticeship and Training Division (ATD) and the Oregon Department of Transportation (ODOT).
- Impasse
- Intervention of Industry and Community Advocates
- Legislation – SB 894 (2009)



# SB 894 (2009)

- Directs the ODOT to use one-half of one percent of all Federal Funds, up to a maximum of \$1.5 million per biennium, to increase diversity in the highway construction workforce and to prepare individuals interested in entering the highway construction workforce.
- ODOT and ATD entered into an interagency agreement in 2010 to accomplish the obligations set forth in SB 894.
- Allocation legislative increased to \$2,100,000 per biennium in 2013 by SB 831 (2013).

# Execution

- Services to be provided must be within the scope of 23 USC 140(b) and 23 CFR 230.113:
  - (1) Services related to recruiting, counseling, transportation, physical examinations, remedial training, with special emphasis upon increasing training opportunities for members of minority groups and women;
  - (2) Services in connection with the administration of on-the-job training programs being sponsored by individual or groups of contractors and/or minority groups and women's groups;
  - (3) Services designed to develop the capabilities of prospective trainees for undertaking on-the-job training;
  - (4) Services in connection with providing a continuation of training during periods of seasonal shutdown;
  - (5) Follow up services to ascertain outcome of training being provided.

# Execution (continued)

- A contractor's advisory group was convened and focus groups were held with employers, community advocates and apprenticeship program representatives to determine the proper matrix of supportive services to be offered.
- ATD contracts with Portland State University to research barriers for women and minorities to entry into and completion of apprenticeship programs.
- Based upon this input and in consultation with ODOT, ATD issues requests for proposals and executes contracts with vendors to provide the necessary services.
- ODOT and ATD meet quarterly to review results and revise the matrix of services as necessary.

# Snapshot of Results

- Since the BOLI-ODOT Supportive Services Program went operational in 2010:
  - Of the registered apprentices who received supportive services, 72.5% of female and minority apprentices either remained active or completed their programs during this period, compared with 70.3% of the white male apprentices.
  - Female apprentices in eligible trades who received financial support services had a completion rate of almost 61 percent, nearly twice the rate of women apprentices who did not receive any services (31.5 percent).
  - Nearly three-quarters of supportive services recipients (72.5 percent) reported that BOLI-ODOT supports allowed them to take jobs as apprentices they otherwise would not have been able to take.

# Takeaways on Securing Federal Highway Funds for Supportive Services

- Understand the applicable federal regulations.
- Talk to your state DOT about its workforce plan and goals.
- Remember that the funds belong to the state DOT and that they are your partners.
- Collaboration between the state DOT, FHWA, highway construction prime and subcontractors, community based organizations and workforce agencies is essential.
- Establish clear goals for the use of supportive services funds.
- Industry partners are your best advocates.

# Contacts

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# The Road to Jobs for Women in Construction: How States Secure Federal Highway Funds

## **MARYLAND**

# Presentation Overview

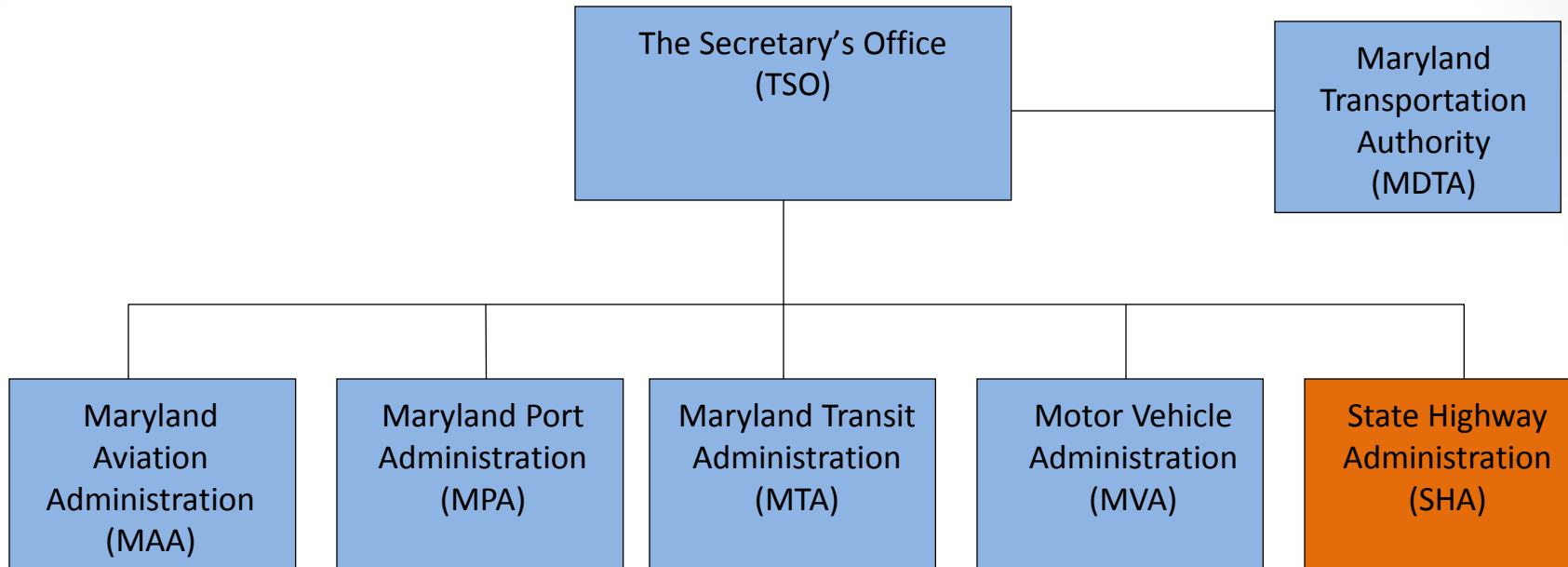
- Introduction
- Legislation (House Bill 457)
- MDOT Structure
- Maryland State Highway Administration (SHA) partnership with the Maryland Department of Labor, Licensing & Regulation (DLLR)
- Quick Stats
- Challenges
- Takeaways



# HB 457 (2012)

- Directs the MDOT to use the maximum amount of federal funds available to the state under 23 U.S.C. § 140(b) to develop, conduct, and administer highway or capital transit construction training and supportive services, including skill improvement programs
- SHA and DLLR entered into a five (5) year interagency agreement in 2013 to accomplish the obligations set forth in HB 457.

# Maryland Department of Transportation



## ***One Maryland, One MDOT***

*Maryland's transportation agencies are united in a shared responsibility to provide safe, efficient transportation options for Maryland. Each day, MDOT's Modal Administrations and MDTA work together to implement coordinated multi-modal transportation strategies and solutions.*

# SHA/DLLR Partnership

- Construction industry focus group.
- Competitive application for funding.
- Local WIAs submit a comprehensive project plan and budget that includes employment forecasts, labor market needs, planned training, employer commitments, recruitment strategies, and planned placement.
- Applications are reviewed and ranked by an identified panel, and available program funds will be allocated based upon the comprehensive, responsive and cost effectiveness of the plan.

# SHA/DLLR Partnership (continued)

- The potential program administrator must provide a comprehensive training program which provides for skills training in highway or capital transit construction trades and for workplace-life skills.

Program must include, but not limited to, the following:

- 1) A clear description of the type of training to be provided;
- 2) A methodology for recruiting and training candidates;
- 3) Mechanism for data tracking and reporting; and
- 4) Wrap-around services

# Quick Stats

FY 2014

- Of the total amount of trainees who enrolled, 71% completed the program.
- Of the total that completed training, 67% were placed in unsubsidized jobs at or above specified minimum wage.

# Challenges

- The legislation HB 457
- Satisfying stakeholders
- Recruiting
- Program logistics
- Reporting

# Takeaways

- Understand and appreciate “your” limitations.
- Engage the transportation construction community from the beginning.
- Utilize stakeholders.
- Establish clear performance measures and reporting requirements.
- Be flexible

# Contact

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# Questions?

If you would like to ask a question,  
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Women's Bureau, U.S. Department of Labor

[www.dol.gov/wb](http://www.dol.gov/wb)